

Center for Multicultural Excellence

992550

DO NOT MAKE ENTRIES ON THIS SHEET. IT IS FOR DISPLAY ONLY

Student Fee allocations

	16-17 Actual	17-18 Actual	18-19 Budget	19-20 Proposal	19-20 Difference	% 19-20 Difference
Base amount	\$ 73,910	\$ 86,296	\$ 93,678	\$ 97,428	\$ 3,750	4%
61000 - Salary	\$ 10,781	\$ 27,826	\$ 27,864	\$ 27,864	\$ 0	0%
62000 - Wages	\$ 25,983	\$ 28,206	\$ 32,775	\$ 36,206	\$ 3,431	10%
63000 - Benefits	\$ 10,365	\$ 10,850	\$ 15,781	\$ 16,100	\$ 319	2%
71000 - Current Expense	\$ 26,781	\$ 19,414	\$ 17,258	\$ 17,258	\$ -	N/A
75000 - Travel	\$ -	\$ -	\$ -	\$ -	\$ -	N/A
76000 - Scholarships	\$ -	\$ -	\$ -	\$ -	\$ -	N/A
77000 - Capital Outlay	\$ -	\$ -	\$ -	\$ -	\$ -	N/A
Total Expense	\$ 73,910	\$ 86,296	\$ 93,678	\$ 97,428	\$ 3,750	4%
One time request				\$ -	\$ -	N/A
Total Request	\$ 73,910	\$ 86,296	\$ 93,678	\$ 97,428	\$ 3,750	4%
Carry Forward	\$ (2,384)	\$ 9,447	\$ 13,767	\$ -	\$ (13,767)	-100%

Notes, including any one-time request(s):

STUDENT FEE RECOMMENDATION COMMITTEE FEE REQUEST QUESTIONNAIRE FOR 2019-2020

Department or Program Name: **Center for Multicultural Excellence (CME)**
Name & E-Mail: **Michiko Nakashima-Lizarazo/mnakashima@weber.edu**
Phone: **(801) 626-7331** Location: **SSC, Suite 150**

Return Fee Request (Questionnaire &) Spreadsheet) via email by Wednesday, December 5, 2018, at 4 pm to Jennifer Brustad at jenniferbrustad@weber.edu.

Note: All Student Affairs units must review fee requests with their SAMC representatives prior to submission.
Please respond to all of the following questions in a brief and concise manner (do not exceed 5 pages for questions 1-5).

1. What is your overall mission?

To support students through graduation by providing multicultural relevant learning opportunities that enhance academic achievement, personal development and multicultural competence.

2. What do students gain from participating in your program/facility that contributes to the success of a student's educational experience at Weber State?

I. Interventions

WSU Students (Freshmen, Sophomores, Juniors, Seniors, Graduate):

- CME Scholarship Program: students are required to attend a Scholarship/FAFSA Workshop, participate in monthly meetings with Center staff, submit a mid-term grade check form that empowers students to meet with and discuss grades with their professor, followed by a Center staff advisor meeting to discuss mid-term grades, and an end-of-semester consultation meeting. CME utilizes State funds for these activity waivers so recipients participate in Leadership Activities (clubs & organizations) and participate in Volunteer service.

CME Scholarship Data: Fall 2015 Retention

> 2013-14: 17 Freshmen= 85% Retention	2014-15: 24 Freshmen= 67% Retention*
> 2013-14: 40 Continuing= 120% Retention	2014-15: 40 Continuing=161% Retention

- Many students arrive at WSU with academic deficiencies and no established goals. They enter WSU with limited understanding of the college culture or environment; feeling isolated, they find it difficult to reach out for the assistance on their academic preparation and performance. Advocacy and intervention introduces WSU underrepresented students to CME staff where relationships are established.
- Students complete an initial interview with a CME counselor. (This can include assistance in identifying potential barriers to their academic success.) The students are also connected to a Peer Mentor. Plans are developed and services provided based on the assessment. Information and referrals are critical at the onset of the process.
- Other retention interventions such as personal and academic counseling and guidance to reach problem resolution are provided at this time. Acute cases are referred to Counseling and Psychological services.

*Please note: A professional, salaried employee (retention counselor/advisor) was hired in February 2018.

II. Retention (Support Services):

Multicultural student usage of CME: Fall 2015 Retention:

2013-14: 572 students 4,818 sessions 82% Retention 17% Assoc. Degree 17% Bachelor Graduates
2014-15: 694 students 6,700 sessions 96% Retention 14% Assoc. Degree 9% Bachelor Graduates

Direct services may include, but are not limited to:

- Individual counseling and guidance, advocacy, referral to community resources/agencies, scholarships, job search, crisis intervention, housing (homelessness issues), student health and wellness, and peer advisement.
- Information and referral / linkages to other departments for support services (i.e. SSS, First Year Experience, testing, math labs, LEAP, other supplemental orientation programming and services, academic advisement, financial aid/scholarships, tutoring).
- Other constituencies served: student-athletes, transfer, LEAP/ESL, non-resident guidance.

Leadership:

- CME Leadership programs and services provide students with opportunities to learn and develop leadership skills. As they develop their skills their confidence grows, students are more willing to apply for leadership positions throughout the campus community.
- Students are guided to engage in student-led nomination processes for leadership chairs within their respective organizations. CME Advisors provide training and experiences so that these participants become actively engaged in student government, clubs and organizations, other committees on campus, in their classrooms, and in their respective communities.

Cultural Awareness and Sensitivity:

- CME programs challenge students to develop leadership skills through planning events that inform and engage student, staff and community to learn about different perspectives and ethnic history, traditions, and culture.
- CME staff serve as advisors to WSUSA Senators for the underrepresented constituency and support their efforts in working with their respective constituents. The councils and clubs (American Indian Council, The Ohana Association (TOA), HAC, etc.) have been traditionally supported and advised through the CME department using student fees. CME retreats and activities such as cultural or holiday-themed community service dances, socials/meetings, American Indian Heritage Month, Dia de los Muertos/Day of the Dead, Sub-for-Santa, Luau, Pow Wow and other events have attracted hundreds of students, staff and community representatives. Many of the events (i.e. dances, meetings, etc.) are also tied in to a community service project. These cultural, social, and educational events are well attended by the campus and community at-large.

3. Describe, in general, the evaluation process that your program/facility uses to assess your ability to meet your mission.

- Student Affairs Program Review (May 2018) and implementation in June 2018 present and realignment of CME Strategic Mission
- 6-Column Model for annual initiatives and completion of goals and student learning outcomes
- Accudemia software (data collection of programs and services) & Assessment Tracking
- Data collected during student Intake process and Assessment (Qualtrics Reflection Survey)
- Student Satisfaction Surveys and Division Assessment (rubrics)
- Contacts made via phone, email, walk-in basis, one-on-one discussions
- Planning Meetings and evaluation of programming or events

4. State any increases you received from student fees for 2018-19 (if any), and explain how the increases were/will be used.

CME received \$5K from student fees.

These funds have greatly contributed to support the Student Affairs Underrepresented Initiative. An established unit (Access and Diversity-A&D) has six areas that report to Executive Director Enrique Romo. These funds are used for student wages who work in this A&D unit to help support front desk reception and A&D professional staff and students.

\$3,431 wages, \$319 benefits (\$3,750 total)

> Total Request received in 2018-19 was: \$5,000

5. Describe any increases you are requesting from student fees for 2019-20 and explain your justification for the request. Each requested increase must be listed and described in your narrative (e.g., compensation, new positions, wage increases, travel, new programmatic initiatives, etc.). Any increase described in your narrative must be itemized on your budget spreadsheet (see question 6 below).

\$ 3,750 Wages and benefits hourly under 50/50 program (5 student hourly positions)

> **Total Request: \$3,750**

New student employee wages: \$3,431 wages, \$319 benefits (\$3,750 total) to hire and retain student workers who do not qualify for federal work-study. Student workers participating in the CME gain valuable skills that support their own academic and career goals.

Our student population is often in high need of financial aid so that **financial** incentives for student workers and leaders is important for their participation in programs that may prevent them from engaging in another job opportunity. Financial incentives (student employee wages) allow for accountability measures to be in place for program participation/completion. Approximately 1000 students visit the Center. We can increase service to 500 additional students with student fees. The department receives **.47%** of total student fees (**less than 1%**) from a total of 14% ethnic minority students. The CME would respectfully like to expand and meet the need of these students.

6. Complete the attached spreadsheet outlining your overall budget and any requested increase. Each requested increase described in your narrative (see question 5 above) should correspond to the line items in the spreadsheet column "19-20 Change."

If you have any questions, please contact Jennifer Brustad at 626-8904, jenniferbrustad@weber.edu; Dave Taylor at 626-6737, dtaylor@weber.edu; Daniel Kilcrease at 626-6008, dkilcrease@weber.edu; or Brett Perozzi at 626-6008, brettperozzi@weber.edu.